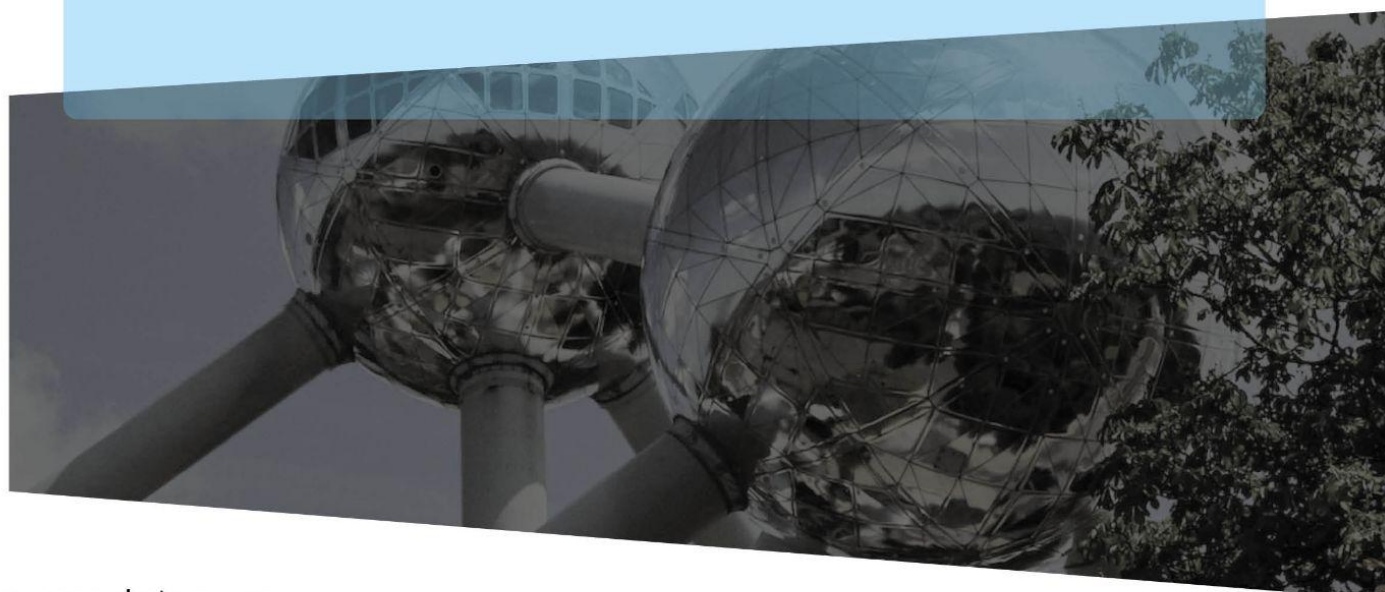




INFORMATION BROCHURE FOR IT CANDIDATES



YOU ARE AN EXPERIENCED SOFTWARE DEVELOPER FROM BELGIUM OR ABROAD AND WILLING TO WORK IN BELGIUM AS IT CONSULTANT?



WELCOME TO WEBSTERS! Websters is a first-tier digital agency specializing in IT consultancy and marketing communication.

For our IT division we reach out to software developers with demonstrable skills and expertise. We welcome them as new employees in our team in Belgium. **What makes us stand out is that we also engage Non-EU developers and support the required immigration procedures.**

Our developers are offered the flexibility to work in various companies and on projects that correspond with their preferences. The key is to contribute to the success of our customers. Hence, our developers are the brand and Websters is a quality brand. **So if you feel you can represent the Websters brand, this information brochure provides you with the necessary background.**

Here you can find information **about Websters, how to apply** and onboard with Websters, and for foreign candidates, also information on **living in Belgium and the local IT landscape.**

Who is Websters?

Websters is a Belgian first-tier digital agency specializing in IT consultancy and marketing communications.

- Websters **started in 2010** under the name ThinkerIT and rebranded in 2017 as Websters

- Commercializes its Binarta platform for mobile website development which contributes to **strong in-house knowledge**.
- Websters caters to a diverse corporate **customer base** and has a strong foothold both with government as well as in the local SME and tech start-up market.
- Websters displays an entrepreneurial spirit characterized by **customer focus** and internal brutal **honesty, transparency** and **teamwork**.

With our IT consultancy services, we respond to the ever-growing demand for experienced software developers in Belgium.



Websters is home for top talent delivering premium quality. Quality is key in the services to our customers. That is why we resolutely engage with strong medior and senior profiles in addition to offering a platform for the brightest-of-the-bright starters.

Job candidates often ask on which projects they will work? There is not one straight answer, simply because it cannot be answered in general terms. Important is to understand that as a retained candidate, you will be under contract **AS EMPLOYEE with Websters but at the same time you will work AS CONSULTANT for various customers of Websters.**

So what is the Websters promise? WEBSTERS COMMITS TO THE SUCCESS OF ITS COLLABORATORS. Hence the question is “what is success?” **In the end, Websters strives for happiness.** This means that we offer our collaborators a job and a safe environment which promotes personal growth. So, Websters basically supports and enables each individual collaborator with a personal growth plan supported by our key services:

Matchmaking

We strongly believe in a right match between personalities and projects. We look for complementarity within our team and with the customer.

Enabling

Personal growth and development are central. We support the development of various skills and provide training to stay ahead.

Coaching

One close-knit team in which we share ideas and knowledge. Thanks to short communication lines and the removal of unnecessary hierarchy, we exchange honest feedback.

Inshoring talents from south European Mediterranean regions

Talent is key and in this aspect, besides engaging Belgian candidates, Websters specializes in on-shoring IT talent.

For candidates abroad, we are mainly experienced to welcome candidates from Greece, Turkey and other south European Mediterranean countries.

We engage with experienced candidates, with strong IT expertise and strong communication skills who are willing and able to relocate to Belgium.

INTERESTED IN JOINING WEBSTERS?



At Websters, we make it easy for you to apply but for starters we are **transparent regarding the skills, talents and motivational aspects which are mandatory for the job.**

Technical expertise

There is a common technology stack for the Belgian IT landscape. This means fluency in one or more languages such as Java, C#.NET, Angular, Python, Ruby, etc. is key. As a consultant, you are

also expected to lead the way, meaning that incorporating SOLID principles, clean code and design patterns is second nature.

There will be more requirements which are job-specific. The key to be selected for a permanent position at Websters, you will have to demonstrate to our technical team that you can bring the required expertise to the job.

Communication and teamwork skills

The good news is that in Belgium the business language is **English** (for your interest, the official languages in Belgium are Dutch and French). As a consultant you will be delegated to various customer projects and this requires that you can bring excellent communication and teamwork skills to the table.

Firstly, as a consultant you are likely to have an **interview** with the hiring team for each new assignment. So it is crucial that you can demonstrate at this point that you are the right person for this particular project.

Secondly, we encourage our collaborators to take up internal leadership, but also on assignments, you will have to display adaptability and understand various **teamwork dynamics**. The best compliment is when customers extend the contract and this only occurs with consultants who are appreciated.

Intrinsic motivation

At Websters we believe that, even more than remuneration and benefits, the job content and work environment are essential. As such, the Websters opportunity is for candidates who both seek this particular **consultancy challenge** and strive to **represent Websters** to the best of their abilities.

Especially for foreign candidates, relocating to Belgium is a big step. As Websters we recognize this as we commit to the success of every candidate. In return, Websters asks for **mutual commitment**. This means that candidates are required to work for a minimum period duration at Websters.

How to apply for your Websters job?

You can simply apply for your Websters job vacancy via <https://www.websters.be/jobs>. The next steps in the recruitment process are:

1. **Candidate screening and interview**
2. **Technical assessment with coding tasks and technical interviews**

3. Offer presentation and contract signing

The **screening and assessment process is key** for all candidates but certainly for non-EU residents. For starters there is a **lengthy visa process**. Secondly, relocation to Belgium is a big step.



As such **Websters co-invests to cater to foreign candidates**, but it is primordial that as a candidate you make the employment a success. Before submitting your application, please consider the implications in case of relocation and ask yourself if you will be able to deliver on the job!

Keep also in mind that **Websters hires on the basis of skills and expertise and this relative to the Belgian market standards**. We have the experience that foreign senior candidates can be evaluated relatively more medior compared to other Belgian consultancy profiles.

Catering for foreign candidates

Belgian residents are obviously welcome to solicit for Websters job vacancies. This also applies for people living outside Belgium:

EU residents living outside Belgium

When interested and willing to relocate to Belgium, apply for any of the job vacancies.

Non-EU residents living outside Belgium

After having been selected and offered a job at Websters, we will handle the administration for your work permit and assist you with obtaining your residence permit. Initial application duration is 1 year and can be extended. After 5 years, the possibility is offered to apply for permanent residence.

Of specific interest is that also "dependents" such as spouse and children can accompany you and partners will also have the opportunity to work in Belgium.

On arrival in Belgium, new hires will receive onboarding support, including support to find housing **accommodation**, setting up a **bank** account, **mobile** subscription, **transportation** and in general all you need to get started in Belgium.

Our offer for you

Immigration services (for non-EU candidates)

- We take care of visa administration.
- We support the getting-started period and take care so that when you arrive, you have accommodation, means of transport, a mobile phone subscription, a bank account and last but not least, a job.

Standard benefits package

- Market conformal salary and **based on your assessment results**
- Bonus program so that the Websters success is also your success.
- Company car
- Meal vouchers
- Hospitalization insurance
- Group insurance
- Market conform paid vacation days
- All the tools for executing the job and fixed allocation to cover job expenses.

Belgian rules apply

- On payroll of a Belgian incorporated company
- Belgian tax rules apply
- Company takes extra health insurance
- Employee benefits of same social protection as EU residents
- This includes 13th and 14th month of salary (for summer holiday and end of the year).
- Special for Belgium is that wages are coupled to the inflation index. This way your standard of living is secured.

Career development

- You are part of the Websters team. This is supported by frequent activities and a transparent company culture.
- Build and improve your IT skills, both in-house and on the job.
- Acquire expatriate experience which always looks good on a resume.
- Permanent coaching
- Career planning in which we promote and reward professional growth.
- Special care for non-EU collaborators. Websters supports each collaborator in a transparent fashion while they are on the team. As Websters we fully respect that employees like or need to pursue their career elsewhere or wish to return to their home country.

INFO REGARDING IT CONSULTANCY IN BELGIUM

There is an established IT consultancy market in Belgium. The basis of IT consultancy is that a service provider company delegates specialized IT profiles to its customers. This can be for corporate or government assignments and this in both short and long term contracts. Historically and for the foreseeable future, there is a continued need for skilled IT developers and consultants in Belgium. You can find **some statistics** below.

IT Workforce in Belgium	Remuneration (Gross salaries per month)
<ul style="list-style-type: none"> • 214 000 active professionals • 175 000 male 39 000 female • Of total IT workforce, circa 50% is active in software development • 75% holds bachelor degree or higher 	<ul style="list-style-type: none"> • Average 3 704€ • Range between 2 674€ and 5 520€. • Junior between 2 674€ and 3 231€ • After 5 years between 3 224€ and 4 330€

High level of ICT & data skills

Belgium ranks amongst **TOP 5 for ICT & business skills** according to Harvard Business Review.

- Belgium has a universal and **free higher education** system which renders it as one of the highest ranking countries in education and mathematics.
- Belgium ranks amongst the **TOP 5 most productive countries** in terms of GDP per capita per hour work. This means work needs to be efficient and effective



Belgium is a mix between Nordic Scandinavian and Southern mentality; between efficiency and people oriented. “Belgians are more do-ers than talkers”.

Technologies and trends	Domains and markets
<p>Common business technologies</p> <ul style="list-style-type: none"> • Backend: Java, C# .NET, Node.js • Frontend: AngularJS, React, jQuery, TypeScript • Cloud: AWS, Azure <p>Technology trends in the Belgian market</p> <ul style="list-style-type: none"> • AI • Blockchain • Security • Cloud 	<ul style="list-style-type: none"> • Corporate <ul style="list-style-type: none"> ◦ Banking ◦ Logistics ◦ Industry • Government • SME & scale-ups <ul style="list-style-type: none"> ◦ Fintech ◦ eHealth ◦ Advanced manufacturing • Gaming

INFO REGARDING WORKING AND LIVING IN BELGIUM

General facts about Belgium

- Small country in the heart of western Europe with approx. 12 million residents
- Excellent healthcare with average life expectancy of 82 years
- Excellent education ranking
- High level of social protection
- High level of equality
- High level of wealth accumulation (11th in global ranking on average wealth and in 2023 first in median wealth).

Where to work and live?

Basically Websters employees are of course free to live where they want. **Brussels** is the IT capital of Belgium (20 kilometers away from Leuven). Other major cities are **Antwerp** and **Ghent** in Flanders or **Liège** or **Namur** in the Walloon region of Belgium. Just keep in mind you can reach the major cities as many customers follow the **hybrid home working** regime.

Websters is rooted in Leuven in the center of Belgium. Leuven is a thriving university city which is characterized by a high standard of living, the highest level of innovation and ranked as the nicest small-scale city with 60 000 inhabitants and 42 000 students. Noteworthy is also that Leuven (and Belgium as a country) has a strong international and diverse community. The drawback is that it is

one of the more expensive cities to rent and live in. There are various cities and villages nearby such as **Tienen**, **Aarschot** and **Diest** where the cost of living is lower. *Keep in mind that Belgium is a small country and everything seems closeby.*

Websters provides a company car to its employees so you will always be able to reach your job. There is also excellent public transportation and Websters can support you in this if desired.

Cost of living in Belgium

Average net wage in Belgium is about €2400 per month. This does not tell the full story as the total income can be supported by fiscal optimized benefits. In the case of Websters you can expect meal vouchers, hospital insurance, a company car, the notorious 13th and 14th month to cover holiday expenses, the inflation indexation and extra bonus incentives. *FYI, Payroll administration is a complex matter and various simulators are online.*

Cost of living is projected between 1500 and 2000€ for a single person with a one-bedroom apartment. This leaves a margin for saving and free-spending money.

It is more common than not that **in families both partners work** and have an active income. This can be enabled for foreign residents via the work visas for dependents. Same as for IT profiles, there is a general workforce shortage for a myriad of jobs.

Disclaimer is that Websters **cannot offer full expatriate contracts** where all expenses are paid for candidates who would seek this support. The bottom line is that Websters commits to benefits packages which are market conform as otherwise Websters would price itself out of the market.

Are people happy in Belgium?

Belgium occupies the **17th place on the World happiness index 2023**.

This does not tell everything of course but facts are that productivity, health care and life expectancy are good, there is low (perceived) corruption and criminality and there is a good perceived chance to advance in life. It seems immaterial at first, until the moment you need it: the **social support** for example in healthcare when you become ill when you have kids at school or university.

The productivity also means that Belgians work hard and therefore equally value their holiday periods. In general, there is nevertheless a **healthy work/life balance** where a 38 hours working

week is the norm. Usually people have around 10 public holidays, extra bank holidays and over 20 personal vacation days. In case of illness, Websters continues to pay salary without any further implications to the employee.

In general, the fact that Belgium ranks worldwide first in the median wealth index indicates that Belgium offers a healthy and social economic climate for a secure and fulfilling life and professional career.

IN A NUTSHELL

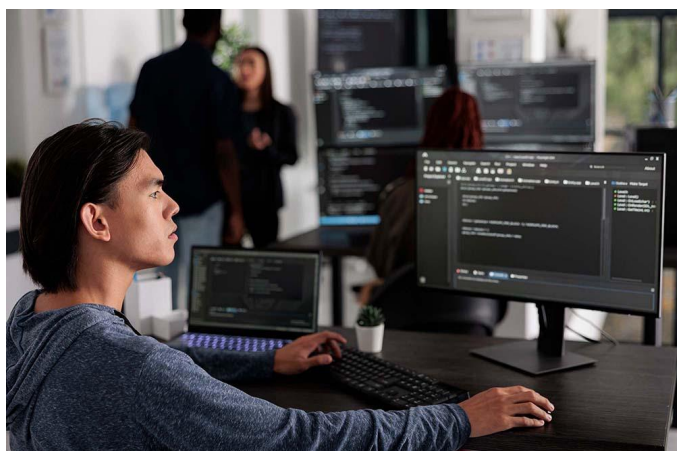
Websters offers motivated developers the opportunity to work and live as IT consultant in Belgium.

Special support goes to non-EU residents where Websters sponsors work visa and facilitates the full welcoming on arrival in Belgium with everything one needs to get started.

Consultancy is the name of the game and Websters recruits strong medior and senior profiles with demonstrated technical expertise and excellent consultancy traits such as fluent English communication and teamwork skills.

On top of that INTRINSIC motivation to perform in consultancy, work and live in Belgium and represent the Websters brand are key.

Websters supports its employees with a comprehensive and market-conform benefits package and personalized career development.



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